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DATE: January 8, 2006

TO: Washington State Apprenticeship and Training Council Members
Labor and Industries' Apprenticeship Coordinators
Washington State Apprenticeship Training Directors/Coordinators
Interested Apprenticeship Stakeholders

FROM: Nancy J. Mason, Apprenticeship Program Manager

SUBJECT: **QUARTERLY REPORT FOR SECOND (FY) QUARTER 2006
(October - December 2005)**

There were **12544** active apprentices for the 12-month time period ending December 31, 2005 of which **1973** were women and **2646** were minority.

For the time period:

- **170** individuals received completion certificates;
- **885** individuals were registered;
- **2** committees were registered with a total of **2** occupations;
- **4** programs were registered with a total of **4** occupations; and
- **0** occupations were added to existing program.

As of December 31, 2005 there are:

- **252** registered programs, of which there are:
 - **40** plant programs;
 - **1** OJT program;
 - **114** Group-Joint programs;
 - **66** Individual-Joint programs;
 - **18** Group Non-Joint Programs;
 - **12** Individual Non-Joint programs; and
 - **1** Individual Waiver program

If you break this out to one program equals "1 occupation with one committee" then there are currently **599** individual programs.

105 Training agents were added during the quarter.

General Apprenticeship Activities:

The following committees/programs/occupations were approved at the October 2005 WSATC quarterly meeting.

Elmhurst Apprenticeship Committee	Line Electrician	New Committee
Western Masonry Apprenticeship Committee	Bricklayer	New Committee
Hampton Lumber Mills Washington Operations - Darrington	Industrial Maintenance Millwright	New Program
Hampton Lumber Mills Washington Operations - Morton	Industrial Maintenance Millwright	New Program
Hampton Lumber Mills Washington Operations - Randle	Industrial Maintenance Millwright	New Program
Northwest Independent Contractors Association Apprenticeship Committee	Carpet, Linoleum and Soft Tile Layer	New Program

2004 Affirmative Action/Compliance Reviews

L&I Apprenticeship Consultants continue with 2004 Affirmative Action/Compliance Reviews. As of December 31, 2005, **215** compliance reviews have been received at Central Office. There are **222** programs on the to-be-reviewed list not including the Oregon based programs.

New Apprenticeship Consultant 3:

Ardis Benson joined the Apprenticeship Section on December 27, 2005 on a 90 day Temporary placement for Karen Carter's position as Karen is retiring in February 2006.

Apprenticeship — one of many ways L&I touches lives

Source: Director Gary Weeks' weekly message to Labor and Industries' employees. October 28, 2005

One of the things that has impressed me about L&I is the breadth and scope of our programs and the impact they have on individuals in all walks of life.

We partner with employers to provide safe workplaces. When injuries occur, we limit economic hardship. We provide assistance to crime victims. We keep people safe on elevators and around boilers. We protect consumers from problems with electricians, plumbers and contractors.

And, we help people get the training and education they need through our Apprenticeship Program to become productive, skilled workers in hundreds of fields — carpentry, bricklaying, automotive, child care, health care and computer programming, to name just a few. State Workforce Board surveys show that apprenticeship is the

state's most effective training program: 93 percent of those who complete an apprenticeship are hired into permanent jobs, with a median wage of about \$46,000 a year.

What particularly excites me about apprenticeship is the entry point it gives to people who might otherwise not have an opportunity. Just think, for instance, about women who today have living-wage jobs in fields such as electrical, sheet metal, carpentry or plumbing who, without apprenticeship, might have run into closed doors.

And for those young people who, for one reason or another, don't go on to higher education, apprenticeship truly has been another avenue to a good job. As those dedicated folks in our program note, apprenticeship is "the original four-year degree."

While apprenticeship serves individuals' needs, it also supplies a trained and skilled workforce in fields where qualified workers may be scarce. Just this week, the *Seattle Daily Journal of Commerce* reported on a study that found that there may not be enough skilled workers to build all the construction projects planned in Snohomish County in the next few years.

Retirements in the baby boomer generation will be creating labor shortages that apprentices will be qualified to fill as they combine classroom learning with on-the-job training. Having skilled, motivated workers is critical to the success of any business. It's also important to state agencies, including ours. We, too, face the possibility of worker shortages in the future, and we are using apprenticeship as one strategy to help fill that gap.

At the moment, we have apprentice programs at L&I for Workers' Compensation Adjudicators, Industrial Relations Agents and Field Auditors. I hope to see even more apprenticeship opportunities here at L&I as part of our effort to recruit and retain an excellent workforce.

On a broader scale, I'd also like to see more connections made between apprenticeship and education. For instance, perhaps an apprenticeship-training program could also become an avenue to getting a GED. Perhaps there are also connections to make with our vocational rehabilitation program, using apprenticeships to provide the necessary vocational retraining.

The Governor sees apprenticeship as a vital program that brings business and labor together in partnership, trains skilled workers, contributes to the economic vitality of the state and gives young people completing the K-12 education system an opportunity for challenging, family-wage jobs.

I agree with her assessment and am proud to have apprenticeship as one of the many programs we manage and nurture at L&I.

Learning on the job - Pilot program offers apprenticeships for cosmetologists and beauticians

Source: ROLF BOONE, THE OLYMPIAN Newspaper, October 29, 2005

OLYMPIA -- Beauty may be in the eye of the beholder.

But it also could soon be in the hands of a new wave of cosmetologists, manicurists, estheticians and barbers who have taken part in a program that allows them to work toward an industry license through paid, on-the-job training.

The next step could be an attempt to make the program permanent, said salon owner Dennis Jensen.



Photo by: Steven M. Herppich/The Olympian

Jamie Valentine works on Mindy Inzer's hair at Salon Fifth Avenue. Valentine recently received her cosmetology license through the apprentice pilot program run in the salon. She and Miriam Run, a manicurist who will receive her license next month, are among 28 people participating in the program.

By the numbers

1: Number of Olympia salons

2: Number of students graduating from the program in Olympia

13: Number of participating salons statewide

28: Number of students in the pilot apprentice program statewide

Jensen, the owner of Salon Fifth Avenue in downtown Olympia, is one of 13 salons in the state participating in a pilot apprentice program passed by the state Legislature two years ago.

Oversight of the program has been shared by the state Department of Licensing and the state Department of Labor and Industries.

The pilot program expires in June 2006, but before then, Jensen hopes it will become law.

"This is a way for us to raise the bar in the industry and find people with a true passion for what they do," he said.

Though a bill has yet to be introduced, state Sen. Mary Margaret Haugen, D-Camano Island, has agreed to sponsor the bill in the upcoming January Legislature session.

Jensen believes the bill has a good chance of passing because the state Senate voted 49 to 0 in favor of the pilot program in 2003.

Jensen also will produce two of the first graduates to try the 18-month program -- cosmetologist Jamie Valentine, who received her license last week, and Miriam Run, a manicurist who will receive her license next month.

Valentine and Run are among 28 students taking part in the program. From the beginning, the impetus behind the pilot program was to give students a chance to earn a living and receive training in lieu of having to pay a beauty school -- costs that can sometimes range between \$6,000 and \$12,000 for tuition, Jensen estimated.

Beauty school owner Cindi Cooper has mixed feelings about the apprentice program. Cooper, who owns Eastside Beauty and Barber College in Lacey and a second school in Shelton, said while students benefit from being paid, she was unhappy with mid-stream changes to the current pilot program.

Originally, the pilot program required classroom instruction to be only at South Seattle Community College. Later, the Department of Licensing changed the requirement so that students can take instruction at a location other than a licensed school.

"It's not fair that I have to teach here, but they can teach anywhere else," she said about salons participating in the program.

Zondra Espinosa, who manages Cooper's Lacey-based beauty school, said she expects no impact if a law is passed. She doubts many salons will be willing to expand their payroll to pay students.

"I don't see the salons paying someone a lot of money to be their gopher," she said. Under the current pilot apprentice program, cosmetologists, for example, receive 3,000 hours of training and are paid an hourly wage that climbs from \$7.80 to \$10.80 to complete the course. They also receive health benefits and contribute to training expenses by paying 40 cents, 80 cents and finally \$1 an hour during the 3,000-hour training period.

Jensen said participating salons pay 20 cents an hour toward training expenses. Those expenses -- wages, health care and training costs -- might have had an effect on the number of salons that participated in the program. Initially, 20 salons signed up and then that number dropped to 13, Jensen said.

"To put that into perspective, pilot programs change all the time," he said. "People jumped into it right from the beginning thinking it would mean cheap labor."

If the apprentice program doesn't become law, students will be allowed to finish their coursework, but the program would effectively end after June 2006, Jensen said.

International Union of Operating Engineers Local #280 Apprenticeship Committee to open to applicants.

Source: Debbie Hendrick, December 14, 2005

This program will be opened for applicants in January or February of 2006. This is very significant in that the program has not been opened for new applicants for at least 10 years.

We wish the program good luck and hope that this leads to a steady registration of apprentices.

Western Washington Sheet Metal JATC - Sprinkler Park Metal Roofing Volunteer Project

Source: Jody Robbins, Education Coordinator, December 14, 2005

Western Washington Sheet Metal JATC apprentices and Local 66 journeymen are combining their knowledge and skills to provide a valuable community service and much needed architectural training to apprentices.

The Pierce County Parks and Recreation department is working with a group of local volunteers in Spanaway Washington to build what is expected to be the premier Skateboarding Park in the Northwestern United States. John Ortgeisen, the project Landscape Architect, contacted the JATC looking for volunteer help on the project. Specifically, he was looking for expertise in metal roofing.

The project includes several small shade structures that were being built by carpenter volunteers. The shade structures presented an opportunity to teach apprentices how to lay-out and install a complete roof system. John also needed some guidance on where to get the material in rather short order to keep the project running on schedule. Mark Reda, architectural sheet metal instructor for the JATC, was able to put John in touch with Architectural Sheet Metal, a Local 66 contractor.

Architectural Sheet Metal was contracted to provide all of the roof panels and flashing needed for the job. Mark Reda, over the course of several Saturday classes, taught apprentices and journeymen of Local 66 how to properly install metal roof systems. This project is a win, win for the JATC and the local Union.

Local 66 members get real world application for architectural instruction and the Union and its' apprenticeship training efforts receive much needed community exposure.

A special thanks Mark Reda and all apprentices and journeymen who have contributed to this volunteer effort.



Robert Pasquale, 4th year apprentice, awaits roof panels from the ground crew



One of six small shade structures completed by apprentice and journey volunteers



Architectural instructor, Mark Reda, shows apprentice Jeremy Lowrey proper notching procedures

THE APPRENTICE

Source: By Shane Cleveland, Staff Reporter, Vancouver Business Journal, Friday, 14 October 2005

Ridgefield strengthens its employee base with apprenticeship programs

There are no boardroom showdowns – no "You're fired!" – in this apprentice program. And while participants shouldn't expect fifteen minutes of fame and a six-digit salary, two years of on-the-job-training leads to a guaranteed family-wage-paying job with the city of Ridgefield.

Ridgefield recently began two city-employee apprenticeship programs to ensure a qualified workforce for this growing city. The apprentice positions include public utilities maintenance workers in the Public Works Department and administrative assistants at City Hall.



The Esther Short Streetscape project was the first to use Vancouver's Apprentice Utilization Program. Hillsboro, Ore.-based Roger Langeliers Construction Co., a concrete subcontractor for the project, shown here in May, contributed many of the apprentice hours. Apprentices accounted for 10 percent of the total hours worked on the now completed project.

The city's public works department began exploring the idea of an apprenticeship program in spring 2004. The city developed the program with the help of Teamsters Local 58 and the Washington Department of Labor and Industries. The programs were approved by the Washington State Apprenticeship and Training Council at their July meeting.

"The city of Ridgefield is growing quickly," said Justin Clary, public works director. "And to meet the needs of maintaining a nice city to live in, we need to grow the public works department. One way to grow it is through an apprenticeship program."

Ridgefield's sponsored apprenticeship programs require 4,000 hours of on-the-job training, equal to about two years, plus 288 hours of classroom instruction. Once completed, the apprentices become certified and awarded journey-level status by the state. Apprenticeship programs are approved by the Washington State Apprenticeship and Training Council and the Department of Labor and Industries provides oversight and compliance reviews for the programs.

Ridgefield's programs were independently designed according to needs determined by the city.

Public works apprentices must meet qualifications set by the departments of health and ecology and receive specific training relating to wastewater treatment, water systems and other maintenance and utilities functions. Classes at Green River Community College and correspondence courses through California State University supplement the field training.

Likewise, the administrative assistant will develop skills through training in general office procedures and duties and city operations. Coursework through the International Institute of Municipal Clerks and Clark College will fulfill educational requirements.

Candidates must be 18-years of age and have a high school diploma or equivalent.

Ridgefield recruited current employees as the first apprentices for each program. Julie Kozhemyakin, a 2005 Heritage High School graduate, was working as an intern in Ridgefield through the Clark County Skills Center Office Applications program. Kay Kammer, director of communications and administration, realized developing the apprentice program was the perfect way to retain Kozhemyakin while providing her with a career opportunity.

"It helps not only the city to achieve its goals, but it helps the apprentice achieve theirs," said Kammer.

Krystal Reed, a 2001 Camas High School graduate, had worked full-time as a public works employee since May 2004 in an informal training capacity. Reed and Kozhemyakin received credit for work hours completed toward completion of their apprenticeships.

Apprentices receive pay based on a percentage of wages paid to fully-qualified workers. They receive 55 percent of "journey wage" pay for the first 1000 hours of training, which increase by 10 percent with each 1000 hours. Upon completion, Ridgefield's apprentices are scheduled to earn between \$36,000 and \$38,000 for both positions. Apprentices are also eligible for healthcare and other benefits.

The apprentices are promised full-time positions upon completion of the program. And aside from developing a qualified workforce for the future, immediate financial benefits are realized for Ridgefield. The city saves on reduced wages paid during the time of the apprenticeship and receives a 50 percent tuition waiver for courses taken by apprentices at in-state institutions.

"It seemed like a good way that the state can assist the city in developing employees for the city," said Clary.

As the city grows, so will its staffing needs, said Clary, and with a large number of senior-level employees, he is looking to train entry-level workers to take over as they retire. Clary expects to maintain the apprenticeship as a perennial program. However, the city's administrative needs likely do not justify having an apprenticeship at all times, said Kammer.

Overall, apprentice programs are on the rise, said Ed Madden, Southwest Washington apprenticeship coordinator for the Department of Labor and Industries. In 1964, the state had 3,800 apprentices; in 1980, 10,000; and in 2005, more than 13,000. In

Washington, there are 609 occupations sponsored by 247 organizations providing apprenticeships.

"More industries and more employers are realizing the benefits of having their own training and tailoring it to meet their needs," said Madden.

The most popular apprenticeships are in the electrical and plumbing trades. Those seeking apprenticeships are attracted by the occupation-specific training and receiving an income versus paying tuition, said Madden. Additionally, an apprenticeship allows workers to know what a job requires right away, which also results in a high cancellation rate among apprentices, said Madden.

"In an apprenticeship, you find out in your first week if you like the job," he said.

Madden expects the number of apprenticeships to continue to increase. But the expansion or access to apprenticeships hinges on how many employers are willing to sponsor apprenticeship programs, said Madden.

CITY OF VANCOUVER PUSHES FOR USE OF APPRENTICES

Source: Vancouver Business Journal, Written by Administrator, Friday, 14 October 2005

Savings offered to contractors utilizing apprentices for public works projects

In an effort to promote the development of a qualified workforce for the future, Vancouver created a pilot program encouraging the use of apprentices for its public works projects. The city began the pilot program in September 2004, which encourages contractors awarded public works construction projects estimated to cost at least \$500,000 to use workers enrolled in approved apprenticeship training programs for up to 15 percent of labor hours.

"It's an opportunity to help create a trained workforce for future construction projects," said Julianna Csonaki, Vancouver procurement services manager.

Minimum requirements are determined on a per-project basis. The city offers contractors \$3 per labor hour performed by apprentices up to the maximum goal.

Originally scheduled to last one year, the pilot program has been extended indefinitely to allow several projects in the pipeline to be completed. The Esther Short Streetscape project is the only completed project to utilize the program thus far. The city requested the contractor use apprentices for 4 percent of the total hours. Hours worked by apprentices accounted for 10 percent of the total hours, or 1,347 hours. Contractors not meeting the minimum established requirement are penalized \$1 for each unmet labor hour.

Csonaki said it was hard to measure the success of the program against one project, however, she said she has been pleased with the results.

Western Washington Cement Masons to attend the Operative Plasterers and Cement Mason International Competition in Las Vegas, Nevada

Source: Mark Maher, Western Washington Cement Masons Apprenticeship

The Western Washington Cement Masons are sending apprentices Charlie Burns and Chris Ochs to the Operative Plasterers and Cement Masons International Competition at the World of Concrete in Las Vegas, January 18-19, 2006. They will have practiced six days of their own time for this event, with volunteer guidance by Cement Mason instructors. They will compete against other apprentices across the United State and Canada. An estimated 100,000 people will attend the World of Concrete.

Special Thanks by Western Washington Cement Masons

Source: Mark Maher, Western Washington Cement Masons Apprenticeship

The Western Washington Cement Masons would like to thank the Pacific Northwest Iron Workers Apprenticeship for building them some awesome lumber and tool racks, and the Boilermaker Apprenticeship for stake storage transporters. These items will be a terrific upgrade and help during the two moves the Cement Masons will make in the near future. It is great to be a part of this family of apprenticeships.

Increased Safety at the SSCC Duwamish Campus

Source: Mark Maher, Western Washington Cement Masons Apprenticeship

Apprenticeship is working together for Safety at the SSCC Duwamish campus. By pooling their talents and resources they have built \$40,000 worth of hands-on props that will be used by all the programs. A special thanks to the Iron Workers, Operating Engineers, Boilermakers, Glaziers, Brick Masons, Sprinkler Fitters, Carpenters, Plasterers, Electricians, SVI Multiple Trades, CPWR, Renton Technical College, Scarcella Construction and Cement Masons who are, through cooperation, off to a good start in creating a state-of-the-art Safety Center.

Inland Empire Electrical Training Trust Apprentices part of the ABC Network "Extreme Makeover" show

Source: Kevin Managhan, Training Director, Inland Empire Electrical Training Trust

On November 12, 2005, a project began that brought numerous businesses, community groups, and thousands of area residents together. ABC Networks "Extreme Makeover, Home Edition" chose the Hebert family of Sandpoint Idaho as recipients of a new home. If you have not seen the show, a home is built or completely remodeled in one week. In the case of the Heberts, the existing home was demolished and a new home built on the site.

The logistics of the project are phenomenal and the progress is filmed and documented. Sandpoint Idaho is about 85 miles northeast of Spokane in the Idaho

Panhandle and is the home of Switzer Mountain Ski resort and Pend Oreille (Pondaray) Lake.

Fogg Electric, a new training agent for Inland Empire Electrical Training Trust contacted the training director about participating in the project.

Fogg Electric was one of 4 electrical contractors involved in the home building. Coleen Buckham, the JATC instructor along with eight first year apprentices volunteered to help. On Wednesday Nov. 16th at 6:00 PM, approximately 57 electricians and apprentices roughin wired the 4000 sq.ft. home in 4.5 hours. In all there were about a hundred people working in the home at that time. As you can see in the pictures, this home is beautifully designed and constructed and the apprentices are proud to have participated in such a worthy cause.

We were told that this episode of the program may be aired in Jan. 2006.



Remodel Hebert family home



Front Row (left to right) - Coleen Buckham, Josh Kelly, Chris Collett, Damen Hess

Back Row (l-r) - Gordon Hemphill, Lance Speirs, Bryan Lopes, Matthew

Olson, William "Bill" Egbert,

Michael,

Pre-Apprenticeship program instituted by Spokane Public Schools, Spokane Skill Center and the Inland Northwest Apprenticeship and Coordinators Council (INACC), Spokane Chapter

Source: Kevin Managhan, Training Director, Inland Empire Electrical Training Trust
Kevin

Success is measurable in various ways in the public education system and maintaining a successful education program requires participation and accountability from all the persons and parties involved. The Pre-Apprenticeship program instituted by Spokane Public Schools, Spokane Skill Center and the Inland Northwest Apprenticeship and Coordinators Council (INACC), Spokane Chapter is making the grade for students in the Greater Spokane area. The interest of students and teachers, school administrators, parents and the construction industry of the area has proved that this program has great potential for providing meaningful career options in construction.

The program began last year after long negotiations with Spokane Public Schools, the Spokane Alliance and numerous construction associations and most of the apprenticeship programs in the area. The Board of Spokane Public Schools adopted a 15% Apprentice Utilization goal on all of the upcoming district construction projects through 2009. This amounts to \$165 Million dollars of new and remodel construction. In turn, the apprenticeship programs will provide direct entry slots into their programs for graduates of the pre-apprenticeship program, one slot for every \$5 Million dollars of construction costs, a potential of 33 career opportunities guaranteed to Spokane students on Spokane Schools projects.

Four direct entry opportunities were provided to a pool of 17 graduates of the class of 2005 but more impressive is that all 17 students were selected for career positions in the construction industries, largely due to participation and graduation from the program.

The Pre-Apprenticeship program has goals and requirements from students that rival those of higher education institutions. Each student must have exceptional attendance, minimum of 2.0 GPA, numerous construction related classes and participate in job shadow opportunities. Also, each student will be required to pass the WASL as it becomes instituted in the school system. All of these requirements must be met along with the minimum requirements of the apprenticeship program the student has selected. A primary goal of the program is for each student to have some knowledge of the different career fields/ trades and make an informed decision on their future careers.

As a measure of success, the program has 67 applications this year so far.

Only junior and senior students can apply but much interest has been seen from students in the earlier class years. The number of direct entry openings for the 2006 graduates has not been determined as yet but the potential is 8 or more and if the economy of the area maintains, possible career opportunities may be available for all of the 2006 graduates. The greatest success of this program is providing excellent career opportunities with family wages and benefits at no greater cost to the taxpayers of Spokane than the original construction costs and may even provide cost savings to the projects.

Cleveland High School - "Pizza, Pop & Power Tools" Event – New Pre-Apprenticeship Program

By: Carol O'Neill Community Outreach Volunteer Washington Women in Trades & Local 699 Office Staff



The kick-off event for Cleveland High School's NEW pre-apprenticeship program, which starts spring quarter, was a big hit with the 70 students and the teachers alike.

We appreciate the participation of the Ironworkers, Laborers, Operating Engineers, Sprinkler Fitters and Sound Transit in the Cleveland High School kick-off event on Friday, December 2, 2005. It was a great opportunity for the students to hear the combination of speakers and how the NEW

pre-apprenticeship class would lead to awesome trade careers.

The program clicked between students, teachers, Sound Transit and the trades. Cleveland High School filled their pre-apprenticeship class quota, right then and there. "I'm ecstatic!" stated Nan Johnson, Seattle School District's ACE Pre-Apprenticeship Coordinator.

And the Seattle School District wants Washington Women in Trades to roll this "Pizza, Pop and Power Tools" theme into Franklin and Rainier Beach High Schools in January to help kick-off their upcoming trade programs. And a note to say thank you to Sound Transit for donating the Pizza and Pop. Thanks again!

DISCOVER REGISTERED APPRENTICESHIP - *A well thought-out program can save on training and recruitment costs in many occupations*

Source: Ed Madden, Guest Columnist, Vancouver Business Journal, December 9, 2005

What if you could provide the opportunity for a graduate of a high school, skills center or college to begin their career in your industry, or even in your company?

Your recruits need more on-the-job experience, you say. But look at it this way: you already have to train most new hire on job protocols and various aspects of your company. Often you find out too late that many with experience might be too set in their ways and a bad match. How expensive was that recruitment, screening, interview, reference checking, hiring decision and orientation?

What if you could grow your own employee in a nationally recognized structured system that would combine the training you provide on the job with classroom instruction?

There is a viable option perhaps you might not be aware of or have never considered. You might be able to provide an "industry scholarship" by becoming a sponsor of a Registered Apprenticeship Program. This may be a surprise for some business owners who think apprenticeship is limited to building and construction trades or labor unions. Not so.

Examples of occupations that have been approved and registered include administrative assistant, auditor, bank teller, court clerk, insurance underwriter, legal assistant, property manager, prosthetics technician, real estate appraiser and so on. Currently in Southwest Washington, there are 181 occupations that an apprentice can learn and become credentialed in. These opportunities are provided by 91 sponsors of registered apprenticeship.

As long as an industry recognizes competency in the occupation by requiring at least 2,000 hours of on-the-job learning as well as 144 clock hours a year of classroom instruction, it is possible to develop an apprenticeship for it.

The Department of Labor and Industries is the state's registration agency assisting sponsors in developing their apprenticeship. The Washington State Apprenticeship and Training Council is the approving authority. Registered apprenticeship is a voluntary system and sponsors must agree to abide by federal and state laws governing employment, training and, when applicable, equal employment opportunity requirements.

A relationship between the employer and the apprentice must exist and the apprentice's pay is based on a percentage – determined by the sponsor – of a fully qualified worker in the occupation. The wage paid should be increased only if the apprentice makes satisfactory progress and the on-the-job training must be provided by an occupationally qualified mentor.

The classroom instruction can be provided in a variety of methods as determined by the sponsor. If there are appropriate community college classes, the sponsor requires there is a 50 percent tuition waiver for apprentice training. All the requirements predetermined for your apprenticeship program are spelled out in a document called the Standards of Apprenticeship. These are approved by the Apprenticeship and

Training Council and registered with L&I in the business name and become part of the written agreement between the sponsor, the apprentice and the state.

With some effort – and lots of payoff – you can be part of the solution to reforming education, solving workforce training concerns and providing opportunities. Become a sponsor of a registered apprenticeship to meet your needs and you will be a welcomed training provider as well as a leader in the business community.

Ed Madden has been directly involved with federal and state apprenticeship for 26 years, starting in 1979 as an apprentice radio mechanic while on active duty in the U.S. Army. He is the Apprenticeship Coordinator for Southwest Washington for the Department of Labor and Industries, the registration agency for Washington apprenticeship and staff to the Washington State Apprenticeship and Training Council. He can be reached by email at **madf235@lni.wa.gov** or phone 360-575-6927.

Safety Awareness Haunted Workplace - SSCC Duwamish Industrial Education Center

Source: Betsy McConnell Gutierrez, and Kim Alexander

On October 26 and 27, 2005, the SSCC Duwamish Industrial Education Center held a Haunted Workplace event related to Safety. It was sponsored by the Safety Training Institute, SSCC Duwamish Industrial Education Center, WFSE #1488, WFSE #304 and others. It featured exhibits such as:

Find your way through the WORKERS COMPENSATION MAZE

Visit the WORKERS GRAVEYARD

Climb into the CONFINED SPACE OF DEATH

See the LITTLE MACHINE SHOP OF HORRORS

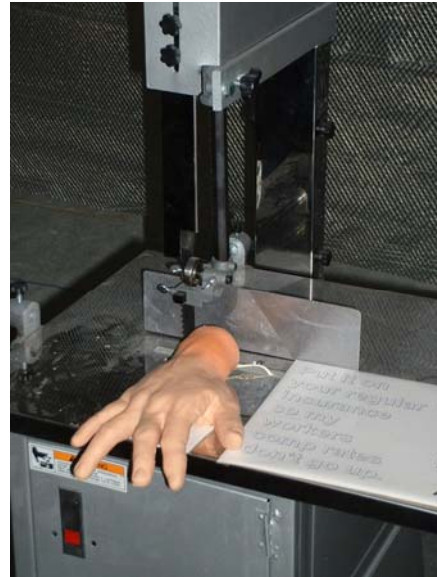
Jay Herzmark and Mary Ellen Flanagan from the University of Washington lent their assistance.



Confined Space of Doom



Confined Space of Doom



The "meatcutter" exhibit



Jay Herzmark discussing "Ergoman" to students

Here is a humorous memo about the event.....

Hi my name is Lucifer Diablo.

I own the Haunted Workplace. We are giving you the opportunity **October 26 and 27 to take a tour!**

We will show you our fabrication division in the Little Machine Shop of Horrors. You'll see why we don't have to worry about an ergonomics standard. We have Ergoman, the latest technology for eliminating employees!

You'll be able to observe some of our injured employees as they try to get through the workers' compensation maze. You can experience from an employee's eye view the Confined Space of Doom. Outback we have a graveyard. Every year we get together and hold a memorial service for all the employees we've killed - I tell ya it's like we're a family.

You know a lot of people say that I have a dangerous workplace. That just isn't true. We have a comprehensive safety manual that every employee is supposed to read. Hmm maybe some one should at least take off the shrink-wrap.

We investigate every accident and after we determine what the causes were, we discipline the injured employee. I've even put up these signs throughout the factory "Remember: Safety is your responsibility."

So; are any of you public employees? Are any of you construction workers? Are any of you health care workers? Any one work in retail trade? Well then, I'm sure the Haunted Workplace isn't as scary as your workplaces!

Oh yeah, did I mention our safety contest? Employees who go an entire year without reporting an accident get their names entered in a drawing. The winner gets a free pizza slice from the company cafeteria.

For current information about safety, please visit the Safety Training Center web site at <http://dept.seattlecolleges.com/duwamish/Safety.htm>

Senator Patti Murray attends Seattle King County Building Trades holiday event

Source: Betsy McConnell Gutierrez, and Kim Alexander

Senator Patti Murray attended the Seattle King County Building Trades holiday event at the SSCC Duwamish Industrial Education Center on December 9, 2005. She toured labs and received information on apprenticeship and pre-apprentice programs.

The tour included several labs with students training, a visit to two pre-apprenticeship programs that SSCC collaborates with "Seattle Vocational Institute Multiple Trades Program" and ANEW (Apprenticeship and Nontraditional Employment for Women and Men).

She also visited two apprenticeship programs in progress - a bricklaying class and glazier class. She viewed the playhouse that the ACE program (Apprenticeship Construction Exploration working with Seattle Public Schools, SSCC and Joint Apprenticeship Training Committees) have been building and are ready to roof.

Additional labs included the Allied Trades highlighting the "Painters and Tapers" and the impressive Sprinkler Fitter and Boilermaker labs.



Johanna Dugger and instructor Willie Willis explaining the ANEW program



Johanna Dugger and instructor Willie Willis explaining the ANEW program



The amiable Mark Maher



Student Derik Hansen and Kelly Humann



Boilermakers Frank Gosser and Rachel Bleich



Glazier class and Kelly Humann

Jerrad Krause takes First place in 2005 IEC National Apprentice of the year Competition

Source: IEC of Washington, Direct Current Newsletter, Volume 4, Issue 9, Nov 2005

IEC of Washington and IEC National are proud to announce that Jerrard Krause from Hulford Electric, a member of IEC Northwest Washington won First Place in the 2005 IEC National Apprentice of the Year Contest.

Jerrad performed amazingly at the state level competition in Moses in June 2005. In Moses Lake, he finished his project first - at least 45 minutes before the next competitor, and of course, his project worked properly.

On October 4th, Jerrad and his family traveled to Baltimore, Maryland where he began the arduous process of competing against other apprentices from around the country. After completing an interview and comprehensive examination, he began the wiring portion of the competition. He finished the national competition before any of his competitors and walked away with \$3000.00, power tools from Milwaukee, hand tools from Ideal, Greenlee, and 3M, Reference Books from NFPA, ATP, and Delmar, meters from Fluke.

Governor Gregoire Proclaims National Careers in Construction Week - October 17-21, 2005

Source: Center for Construction Excellence press release, October 17, 2005

Governor Christine Gregoire released a proclamation dated September 28, 2005 recognizing October 17-21, 2005 as "Careers in Construction Week." The National Center for Construction and Education Research (NCCER) also announced this week as the first annual Nation Careers in Construction week.

This celebration honors the men and women who build our future, and raises awareness of the value of construction trades. It also promotes the many construction career opportunities to parents, teachers and students.

"The need for talented people entering and staying in the construction workforce couldn't be any greater than it is now. We need to do our part to ensure both parents and students know that construction training and apprenticeship provide satisfying career paths," says Melinda Nichols, Chair of the Washington State Apprenticeship Training Council.

Skilled trade jobs are in the highest demand ever. According to the Bureau of Labor Statistics, more than one million jobs will be available in construction by 2012. The Washington State Office of the Forecast Council reported in September 2005 that Construction employment led all private non manufacturing sector expansion by 9.2%. Retirement projections in the next 5-10 years indicate overall construction workforce demand will exceed the supply of qualified workers.

Renton Technical College (RTC) was designated the Construction Center of Excellence (CCE) by the State Board for Community and Technical Colleges in 2004. In this role, the Center works as a statewide intermediary to link educators and workforce practitioners to industry trends and practices.

“There are so many exciting trends and jobs in the construction industry, “reports Heather Fredericks, CCE Director. “Construction leads product use and design with green building practices, which is increasingly important to the Pacific Northwest economy and lifestyle. The multiple capital projects and new methods of building should really turn some heads – if you don’t know what Construction is about, find out!”

To kick off Careers in Construction Week, the CCE will showcase apprenticeship programs and feature the biographies of current students and graduates’ at the RTC campus. It will also launch a statewide construction workforce newsletter this month, and begin planning its second annual Washington State Construction Workforce Conference, to be held March 1 and 2, 2006.

Contact the Center for Construction Excellence at (425) 235-2352, extension 5582.